

2.4_Closure

Effective leadership is crucial for the success of a business.	It is the leader's job to make sure that everyone works towards the achievement of the organization's goals. But what is a good leader? Different people have different approaches to leadership. Some leaders are autocratic, which means that they make all the decisions and expect their staff to simply follow their orders. On the other hand, a democratic leader is more likely to involve staff in decisions, to delegate and to make use of teams in the organization of work.
According to Douglas McGregor, in his book <i>The Human Side of Enterprise</i> (published in 1960), managers tend to be divided according to their beliefs.	Theory X managers think that people are lazy, that employees need to be told what to do and have to be forced into doing their jobs properly. In contrast, according to McGregor, Theory Y managers believe that most people try hard to do their best, that they want to enjoy their work, and that everyone can have good ideas. As a leader, a Theory X manager is likely to be autocratic. A democratic leader will probably have Theory Y beliefs.
However, the style of leadership which is appropriate may depend on the situation.	For example, in a crisis, an autocratic style may be more effective because people may need a strong leader to tell them quickly what to do. On the other hand, in a stable situation where everyone understands their roles, and where time is not a problem, a democratic style can work well.
It is also important to consider the relationship between leadership and teams.	This is because having teams that work effectively is extremely important for the success of a company. According to John Adair, in his book <i>Effective Teambuilding</i> (2009), the task of the team leader is to: • know what the job is and get it done • enable the team to work together • allow individuals to develop their abilities
In order for a leader to lead a team successfully, according to Hooper and Potter (in <i>The Business of Leadership</i> , 2019), there are some basic requirements.	First, the leader must inspire trust and respect, not fear. This can only be done if the leader is open with team members and if the leader shows integrity. Second, the team needs to understand very clearly what is to be done, which means that everyone must have a 'shared vision'. In other words, orders are not imposed from above by the leader. Instead, everyone agrees the goals. Finally, there must be very good communications between all members of the team. Many problems in teams result from breakdowns in communication which cause misunderstandings.